

## **A STUDY ON EMPLOYEE ABSENTEEISM IN HOME APPLIANCE COMPANY, CHENNAI**

**V. KRISHNA PRIYA<sup>1</sup> & G. MADHUMITA<sup>2</sup>**

Assistant Professor, VELs University, Chennai, Tamil Nadu, India

Associate Professor, VELs University, Chennai, Tamil Nadu, India

### **ABSTRACT**

Absenteeism means either habitual evasion of work, or willful absence as in a strike action. It affects the labor turnover directly, it has to be taken as serious problem and necessary care to be taken to control, labor turnover is the major criteria, which decide on the growth of the industry, and which in turn has an impact in the growth of the economy. It is a major problem faced by almost all employers of today. When employees are absent from work and thus the work suffers. This study is to find out the employee absenteeism in various home appliances limited. A questionnaire was framed with a sample of 65 questions for the better understanding of employees attitude towards work. The study is derived by using statistical tools ANOVA test, independent sample T test, Krushkal Wallis One Way Analysis, One sample T test. This study enhanced the researcher to understand the ways to find the employees attitude towards work.

**KEYWORDS:** Absenteesim, Employees, Employees Attitude

### **INTRODUCTION**

Absenteeism is the practice or habit of being irregular in the work field. An absentee is a person who is habitually going on leave. Absenteeism is mainly due to lack of commitment on the part of the work force. Since absenteeism is affecting the labor turnover directly, it has to be taken as serious problem and necessary care to be taken to control, at the same labor turnover is the major criteria, which decide on the growth of the industry, and which in turn has an impact in the growth of the economy. It is a major problem faced by almost all employers of today. Absenteeism of employees from work leads to back logs, piling of work and thus work delay.

### **REVIEW OF LITERATURE**

The author Haswell, Matt, Management Services; shows us the clear picture on employee absenteeism, which will affect the organizations efficiency and affect the financial status. The Author declares that the employer has to implement a structured programme and strategy to adopt new work culture. The Author suggest that the employers can take number of measures to reduce absenteeism like supervision by top level management or HR manager instead of line manager. And also suggest that a proportion of an payment of an employees earnings can be converted as an incentive when he returns from his absenteeism. In another scenarios the author Andrew. A. Luchak quotes with Industrial relations research which gives importance to the traditional exit voice analysis. Many studies have shown important problems related to absenteeism, the way absenteeism can be treated as exit-voice criteria.

Ian R. Gellatly, the author examined employee's absenteeism by age, organizational term, affective and continuance commitment, and the perceived absence norm in the employees' work place. 166 respondents were taken from

nursing and food services employees, there they collected the absence record for the past one year which showed the relations between various individual and group level from the factors of absenteeism.

The researcher Georges Dionne & Benoit Dostie, discuss about labor-leisure model which used to analyze the decisions related to the absenteeism decision and the cost of absenteeism.

## OBJECTIVES OF THE STUDY

- To study the factors influencing employees absenteeism.
- To identify the organizational issues that affect absenteeism among employees.
- To identify the personal factors that makes the employees to be absent.
- To develop the strategy to minimizes absenteeism and maintain the level of an absenteeism equal or lower level.
- To study on employee working conditions

## RESEARCH METHODOLOGY

### Research Design

Descriptive research includes surveys and fact – findings enquires of different kinds. The major purpose of descriptive research of the state of affairs, as it exists at present.

### Sample Size

The sample size taken for the study is 65 employees

### Sampling Method

In this study about 65 of the employees have been interviewed through Cluster Sampling method. The Cluster Sampling is a survey method of selecting groups of sampling units from a population for analysis with the use of a random number table. In cluster sampling, the population is broken into groups and a random sample is selected from all clusters.

### Statistical Tools

This data was analysed through ANOVA test, independent sample T test, Krushkal Wallis One Way Analysis, One sample T test.

## DATA ANALYSIS AND INTERPRETATIONS

### Independent Sample T Test

**H0:** There is no significant relation between gender and facilities provided by the company.

**Table 1**

Gender	Sign	Mean	D	Z Value	P Value
Male	40	35.44	1417.50	1.432	0.152
Female	25	29.10	727.50		

### Inference

Since the  $P > 0.5$  H0 is accepted at 5% level of significant, hence conclude that there is no significant relation between gender and facilities provided by the company. Based on the mean score male (35.44) are more relation with

facilities provided by the company than female (29.10).

### ANOVA Test

**H<sub>0</sub>:** There is no significant different between age group respected with the satisfaction of existing job

**Table 2**

Satisfaction of Existing Job.	Sum of the Square	Decrease of Freedom	Mean Square	F	P
Between the Group	1.160	2	0.580	0.893	0.041
Within the Group	40.286	62	0.650		
Total	41.446	64	0.000		

### Inference

Since the P value is less than 0.05 then the null hypothesis is rejected at 5% level of significance, hence conclude that there is significant different between age group respected with the satisfaction of existing job. From the mean square value 35-45 age group having the more significant respected with the satisfaction of existing job.

### KRUSHKAL WALLIS ONE WAY ANALYSIS

**H<sub>0</sub>:** There is no significant different between age and compensation at the time of absence.

**Table 3**

Age	Size	Mean Square	P-Value
25-35	21	24.50	0.003
35-45	32	33.34	
>45	12	45.92	

### Inference

Since P value is less than 0.01 the n H<sub>0</sub> is rejected at 1% level of significant hence conclude that there is significant different between age and compensation at the time of absence. Based up on the mean rank 25-35 age categories (24.50) have more related with compensation at the time of absence.

### ONE SAMPLE T TEST

**H<sub>0</sub>:** The opinion regarding the absenteeism is not equal to average level

**Table 4**

Opinion Regarding the Absenteeism	Mean	SD	T Value	P Value
	13.90	2.36	47.446	0.001

### Inference

Since the P value is less than 0.01 the null hypothesis is rejected at 1% level of significant hence conclude the opinion regarding the absenteeism is equal to average level. Based on the mean score (13.90) there is high level of absenteeism in the company because employee and employer having the interpersonal relationship. But it is not effecting the production.

## FINDINGS OF THE STUDY

- From T- Test, it is incurred that there is no significant relation between gender and facilities provided by the company.
- From Anova, hence conclude that there is significant different between age group respected with the satisfaction of existing job.
- From krushkal wallis one way analysis test it is incurred that conclude that there is significant different between age and compensation at the time of absence.
- From one sample test hence conclude the opinion regarding the absenteeism is equal to average level. Based on the mean score (13.90) there is high level of absenteeism in the company because employee and employer having good interpersonal relationship, which does not affect the production.

## SUGGESTIONS AND RECOMMENDATION

- The reward system should be properly implemented and the person who has more attendance can be rewarded which will motivate others from being absent.
- Motivating the employee by monetary and non monetary awards for those who are completed 100% attendance.
- Welfare and safety facilities have to be improved in order to reduce the level of absenteeism.
- The management can provide additional transport or vehicle allowances to the employees for expenses incurred on travel.
- Job rotation can be adopted by the management in order to increase the wok efficiency the employees.
- The management should try to encourage good relationship between the employees and the organization by providing more empowerment to the employees.
- The management should arrange for a counselling session in order to enable the employees to express their views, needs, and should try to fulfil their needs their demands.

## CONCLUSIONS

The success of any organization lies in the hand of efficient manpower. Thus their behavior and motivation to work is a key aspect, which builds the company's image in the eyes of the people. It might not be easy to change a culture that had taken years to develop. To have an effective attendance oriented company, the management needs both patience and time and it can't be obtained within a week or two. This study is done in various Home Appliance Limited, Chennai at middle level management regarding the factors influencing the employee's absenteeism. It has been evaluated from the study that family problems, sickness were some of the factors influencing absenteeism so proper steps should be taken to overcome absenteeism. Most of the Employees feel that there is no reward for regular attendance in the organization. So the management should motivate the employees in the form of reward. Hence it is concluded that motivations place a vital role in reducing absenteeism.

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